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EKUUpdate, January 21, 2003

Eastern Kentucky University, Public Relations

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EKU Gets \$1.34 Million NSF Grant to Work with Local Schools

EKU has received a \$1,341,668 grant from the National Science Foundation, its largest ever from NSF, to improve inquiry-based instruction of science, technology and mathematics in six area middle schools.

Project Director Dr. Tom Otieno, an associate professor of chemistry, said the three-year project will lead to enriched learning by middle school students, additional professional development opportunities for middle school teachers, improved communication and teaching skills for 12 EKU graduate and undergraduate students involved in the project, and stronger partnerships between EKU and the middle schools.

Schools participating in the project are Clark-Moores Middle School and Madison Middle School in Richmond, Foley Middle School in Berea, Rockcastle County Middle School, Jackson County Middle School and Estill County Middle School.

The 12 student fellows will be matched with a middle school teacher at one of the participating schools and an EKU faculty mentor. Once needs are identified, beginning in August, the fellows will spend approximately 10 hours a week for 36 weeks in middle school classrooms implementing inquiry-based activities designed to meet Kentucky and national education standards. The teams will be matched with schools based on the expertise of the team members and the schools' specific needs.

"This project is the result of a strong

collaborative effort between two academic colleges (College of Arts & Sciences and the College of Education) and seven academic departments," Otieno said, citing Biological Sciences, Chemistry, Computer Science, Curriculum and Instruction, Earth Sciences, Physics and Astronomy, and Mathematics and Statistics.

"Many students lose interest in these disciplines in the middle school years," Otieno said, "and student achievement in state or national exams in these disciplines is generally not high.

"Most such programs target teachers," Otieno added. "This project is different because it targets more directly the students."

The results of the activities at the six participating schools will be distributed widely to ensure broader impact.

Otieno said that Dr. Dominick Hart, dean of the College of Arts and Sciences, and Dr. Mark Wasicsko, interim provost, together with chairs of the participating departments, were instrumental in assembling the team that authored the grant proposal.

"It's an excellent opportunity for all of us to make a difference in the science and math education of the students in our region," Hart said. "At the same time, the assistantships funded by the grant will help us here at the University to develop our own programs."

Other EKU faculty participants are Coordinator Dr. Melinda Wilder, and Drs. Jerry Cook, William Farrar, Malcolm Frisbie, Kirk Jones, Chongkye Rhee, Bill Staddon, Susan Godbey, Bill Janeway, Stewart Farrar, Lisa Kay, Marco Ciocca and Karen Carey.



MILESTONE DAY – Fall commencement ceremonies on Saturday, Dec. 14 recognized 973 degree candidates. Renowned Berea artist Mitchell Tolle gave the commencement address and received an honorary doctor of letters degree.

Conneely New VP for Student Affairs

Dr. James Conneely has been named vice president for student affairs at EKU.

Conneely, assistant vice chancellor for student affairs at the University of Arkansas since 2000, will bring 20 years of experience in student affairs administration to the position. He will join the EKU leadership team Feb. 17.

"His selection is the culmination of a national search to find the very best person available for this important position on our campus," said President Glasser. "I am confident we have been successful.

"His reputation as an energetic, student-centered professional who empowers young

people and embraces diversity was confirmed by his two-day visit to our campus," Glasser added. "He will bring to us a wealth of well-rounded experience in student affairs ... and I am convinced that he shares our passion for students and will be an excellent member of our leadership team."

Conneely said he was "thrilled to be part of a leadership team at EKU that is committed to the growth of the students."

As assistant vice chancellor for student affairs at the University of Arkansas, Conneely was responsible for senior leadership in the Division of Student Affairs on a campus serving 15,200 undergraduate and graduate students. He joined Arkansas in 1993 and served seven years as director of residence life and dining services.

Glasser praised the work of the search committee chaired by Dr. Judy Spain and the interim leadership provided in Student Affairs by Dr. Rita Davis.



Conneely

Coach Kidd Tribute Dinner is Feb. 8

On Saturday, Feb. 8, EKU and the National Alumni Association will host a tribute dinner for Coach Roy Kidd with net proceeds benefiting the Roy and Sue Kidd Scholarship Endowment.

Tickets for the 7:15 dinner at the Keen Johnson Building, which will be preceded by a 6 p.m. reception, are still available at a cost of \$50.

"The dinner is a tribute to Coach Kidd's service and contributions to the University and to intercollegiate athletics," said Dr. Skip Daugherty, executive director of the National

Alumni Association, who is co-chairing the event with Dwight Merilatt, assistant athletics director.

Daugherty added that Kidd's 39-year coaching tenure at one institution is unusual and should be celebrated. "This is a way to honor him and give everyone an opportunity to participate," he said.

It also offers a chance to contribute to an endowed scholarship at EKU in Coach Kidd's name.

Invitations are not required. Anyone can join Coach Kidd's friends, colleagues, current and former student athletes in this celebration of his career by purchasing a ticket before Jan. 31. For additional information, contact Daugherty at 622-1260 or skip.daugherty@eku.edu.



FIRST THINGS FIRST – Shortly after returning to campus for the spring semester, freshmen Nick Sancheze, Montross, Va., and Jennifer Byrd, Louisville, checked out books in the University Bookstore.

Danny Hope Succeeds Former Mentor, page 3

Announcements

Counseling Center Accredited

EKU's Counseling Center recently earned accreditation by the International Association of Counseling Services.

IACS has developed standards that define professional quality with accreditation criteria which reflect these standards. The IACS accrediting team commended the Counseling Center for its highly qualified professional staff, its career counseling course and the positive impact this course has on the retention of students, and its training functions as well as the substance abuse services provided. There are only two accredited counseling centers in the state of Kentucky.

Melius Recognized by SACE

Laura Melius, director of career services at EKU, has received the Star Award from the Southern Association of Colleges and Employers,

an organization of human resources, college relations and career services professionals from 10 states. The award is presented annually in recognition of significant and outstanding contributions to the profession or the SACE organization.

Melius, an active member of SACE since 1986, has been in the career services profession for more than 20 years. Her service on the board of SACE includes terms as president, secretary/treasurer and director. She co-chaired the annual conference in 1995.

"I'm passionate about this profession and the impact we have on the lives of our students," Melius said. "The rewards in helping our students develop both personally and professionally are limitless."

Melius, earned her bachelor's and master's degrees from EKU, where she has been member of the staff since 1979.

An active member of the community, Melius currently serves on the board of directors of Pattie A. Clay Regional Medical Center and is a member of Citizens for a Better Madison County and the 4-H Advisory Council. She also serves as treasurer of her church and on several Chamber of Commerce committees and was named Richmond Business and Professional Women's Club Woman of the Year in 1995.

Judges Needed for FBLA Contest

On Wednesday, March 5, the College of Business and Technology will host the Region VI competition for the Future Business Leaders of America Spring Conference. Nearly 1,000 high school students from throughout the service region will be involved in more than 40 events including: Public Speaking, Job Interview, Talent Show, and Mr. and Ms. FBLA. Faculty, staff, and students are needed to serve as judges. Besides providing service to the community, this is a great way to support the efforts of these future business leaders. Interested individuals should contact Kathy Williams at 622-1412 or kathy.williams@eku.edu.

NOVA Awards Scholarships

The NOVA Program, a federally funded, Student Support Services/TRIO project, awarded the following scholarships for the 2002/2003 academic year.

The Ethel Stewart endowed scholarship fund, established by the previous NOVA director, Nancy S. Hindman, funded two scholarships at \$500 each to Lenora Young and Jessica



Melius

Trammell, actively participating NOVA learners.

The U.S. Department of Education provided an additional \$33,550 in federal grant money specifically for students in the program who do not have their full financial aid met in order to help reduce students' loan debt and/or need to work. Sixty-one NOVA learners received \$550 each from this supplemental grant aid.

In addition, Jessica Trammell applied for and won the SAEOPP Scholarship, specifically designated for TRIO participants.

NOVA is pleased to announce these scholarship recipients, who were honored as a direct result of their involvement in the NOVA/Student Support Services/TRIO project.

Grants Available for Spring Faculty Learning Community

Grants are available to support faculty participation in a Faculty Learning Community

focused on integrating diversity into the curriculum. The only prerequisite is that participants come with open minds, a willingness to work and a sincere interest in the scholarship of teaching.

Full-time, tenure-track teaching faculty are eligible to participate. The Community will meet weekly and only faculty who participate fully and complete syllabus projects will receive the grants. Grant money will be deposited at the end of the Spring 2003 semester and may be used on any professional activity. Carole Garrison, chair of the Department of Criminal Justice and Police Studies, will serve as facilitator. Funding and support is provided by the Teaching and Learning Center.

To join the Community: submit a vita to Carole Garrison at carole.garrison@eku.edu or via campus mail to her in Stratton 467. Space is limited to seven participants.

EKUpdate

January 21, 2003

EKUpdate is published every other Monday during the academic year by the Office of University Advancement. Comments or questions should be directed to:

EKUpdate

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To submit items for next issue:
Send items to the above location,
fax or e-mail address by Jan. 23.

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Events

Continuing through Friday, Feb. 7

Art Exhibit

Julie Gawne, mixed media, and Lampo Leong, painting, Giles Gallery, Campbell Building, call 622-8135 for Gallery hours.

Tuesday, Jan. 21

Senior Vocal Recital

Alison Erwin and Cristin Putnam, 8 p.m., Gifford Theatre.

Thursday, Jan. 23

Love and Dance

"Love and Dance in American Culture: Fantasy and Reality," Marianne McAdam and Mark Shale, 7:30 p.m., Student Services Building.

Piano Studio Night

8 p.m., Gifford Theatre.

Sunday, Jan. 26

Senior Percussion Recital

Jeremiah Fowler and Brad Stewart, 8 p.m., Gifford Theatre.

Four Hands Piano Concert

Featuring Teresa Tedder and Joanna Ximenes, sponsored by Richmond Area Arts Council and Emmons, Luxon, Puckett and Shannon law firm, 3 p.m., Richmond Area Arts Center, Water Street and Lancaster Avenue, admission \$6, call 624-4242 for more information. Reception hosted by Martha and John Davidson will follow.

Tuesday, Jan. 28

Mister Music Pageant

Sponsored by Sigma Alpha Iota, 8 p.m., Gifford Theatre.

Wednesday, Jan. 29

Colonels Back Home

EKU vs. Morris Brown, men's basketball, 7:30 p.m., McBrayer Arena.

Faculty Trombone Recital

Ken Haddix, 8 p.m., Gifford Theatre.

Lecture on Kentucky Cities

"Kentucky Cities in the 21st Century," Sylvia Lovely, executive director, Kentucky League of Cities, 7:30 p.m., Perkins 212, sponsored by EKU Center for Kentucky History & Politics.

Thursday, Jan. 30

Senior Horn Recital

Stephanie Stockburger, 8 p.m., Gifford Theatre.

Saturday, Feb. 1

Basketball Doubleheader

EKU vs. Austin Peay, women at 5:30 p.m., men at 7:30, McBrayer Arena.

Sunday, Feb. 2

Graduate Horn Recital

Matt Kurk, 8 p.m., Gifford Theatre.

History & Politics Lectures Announced

A presentation by Sylvia Lovely, executive director of the Kentucky League of Cities, will kick off the spring semester lecture series sponsored by EKU's Center for Kentucky History and Politics.

Lovely will speak Wednesday, Jan. 29 on "Kentucky Cities in the 21st Century." The event will begin at 7:30 p.m. in Room 212 of the Perkins Building.

"Her name always appears in any list of the most influential Kentuckians," said Tom Appleton, assistant director of the Center. "She's

not only an authority on Kentucky cities as they are today, but also as they're likely to change in the years ahead."

The remaining spring lecture schedule:

- **Wednesday, Feb. 12**, "An EKU/City of Richmond Partnership: Imagine the Possibilities!" Mayor Connie Lawson, 7:30 p.m., Student Services Auditorium.
- **Tuesday, March 4**, "Reflections of a World War II Veteran," Bill Adams, CPA and World War II veteran from Richmond, 7:30 p.m., Room 212, Perkins Building.
- **Tuesday, April 1**, "John Hunt Morgan: A Folk Hero of the Confederacy," Dr. James Ramage, Regents professor of history, Northern Kentucky University, 7:30 p.m., Kenamer

Room, Powell Building.

- **Tuesday, April 15**, "Beyond Simplicity: The Pleasant Hill Shakers," Susan L. Hughes, interpretation and education manager, Shaker Village at Pleasant Hill, 7:30 p.m., Kenamer Room, Powell Building.
 - **Wednesday, April 30**, "Writing History as a Collaborative Enterprise: An Editor's Perspective," Dr. Nelson Dawson, noted Kentucky historian, 7:30 p.m., Quad D, Perkins Building. The lecture was postponed in December because of inclement weather. Dawson will receive the Center's Thomas D. Clark Award for Outstanding Contributions to Kentucky History.
- All lectures are free and open to the public.

Former Player Returns Home as Colonels’ Head Football Coach

The torch has been passed.

And just as he predicted more than two decades ago, it is now Danny Hope’s turn to carry the football flame at ECU.

Hope, an offensive lineman on the first of retired Coach Roy Kidd’s two I-AA championship teams in 1979, was named Dec. 6 to succeed his former mentor as Colonel head coach.

“The day I graduated (in 1981) and went into coaching, I told my wife Sally we’d be back,” Hope said. “I’m not expecting to fill (Kidd’s) shoes. I came here to follow in his footsteps.”

That’s not to say those steps won’t lead in a somewhat different direction, at least on the

offensive side of the ball. Hope said he plans to recruit passing quarterbacks, spread the offense and throw the ball more.

If Hope was ecstatic to be coming home, his predecessor seemed equally happy that the coaching reins were turned over to someone already in the Eastern family.

“It was good to see one of my ex-players get the job,” Kidd told *The Lexington Herald-Leader*. “I had high hopes either a player or someone on my staff would get it.”

Hope comes to ECU from the University of Louisville, where he was assistant head coach and offensive line coach. It was his second stint at the University of Louisville, where he also served 1988-94 under Coach Howard Schnellenberger. Prior to serving at U of L for the 2002 season, Hope was an assistant coach at Purdue University (1997-2001), the University of Wyoming (1996) and the University of Oklahoma (1995).

President Glasser called Hope “a perfect match” for ECU. “Wherever Danny Hope has been in his career and whatever he has done in life, he has been a winner. And I have no doubt he will do the same at ECU.”

The president cited Hope’s experience under “some of the finest head coaches in the game” and his proven recruiting ability (he was twice named one of the nation’s top college football recruiters by ESPN).

“But, most importantly, Danny Hope bleeds maroon,” Glasser said, “and he’d like nothing better than to give something back to the University that gave him a chance some 25 years ago. He burns to win a national championship as head coach to match the one he won as a Colonel player.”

Hope, a Miami native who began his coaching career at the high school level in



PASSING OF THE TORCH – New Colonel football Coach Danny Hope shared a laugh with his former mentor, longtime ECU Coach Roy Kidd, after Hope was announced as Kidd’s successor.

Bradenton, Fla., said he would rely heavily on his strong recruiting ties in the Sunshine State and all across the South. He also plans to recruit heavily in Kentucky.

Interim Director of Athletics Jack Lengyel said Hope “is tremendously organized and has a plan for the continued success of ECU football. Having played on our national championship teams and graduated from ECU, it is like the line in ‘The Music Man’ . . . he knows the territory.”

Hope recruited Atlanta Falcon defensive back Ray Buchanan to U of L in the late 1980s and has coached other NFL stars such as Bruce Armstrong, New England Patriots; Matt Light, New England Patriots; Roman Oben, Cleveland Browns; Mark Fischer, Washington Redskins; and Chucky Okobi, Pittsburgh Steelers.

Now he takes over a Colonel team that just missed the I-AA playoffs after an up-and-down 8-

4 campaign.

“(Hope) knows the tradition and our motto, ‘A Matter of Pride,’” guard Larry Turner told the *Herald-Leader*. “He knows the words to ‘Cabin on the Hill,’ so we’ll definitely be singing it. Let’s get the train rolling.”

Like so many great Eastern players through the years, Hope was not heavily recruited during high school. In fact, the only train that rolled by his door was ECU.

“I grew up in the inner-city of Miami,” Hope said. “This was such a contrast . . . the rolling hills and horse farms. It was God’s country.”

And now he’s back home to lead his alma mater’s storied football program back to the promised land.

“It’s not a steppingstone job,” Hope said. “We’re coming here to commit the rest of our working lives.”

Eastern Kentucky University Inclement Weather Class/Event Cancellation Information

All ECU class/event cancellation and delay announcements are posted on ECU’s home page (www.ecu.edu), broadcast on WEKU-FM (88.9 FM) and Lexington television stations WLEX-TV (Channel 18), WKYT-TV (Channel 27) and WTVQ-TV (Channel 36), and given to other regional media outlets. Generally, the information is available to listeners/viewers by 6 a.m.

Call 622-2239 for Up-To-Date Announcements

On some occasions, the University will be open but will follow its Inclement Weather (Two-Hour Delay) Plan. In that event, see the following schedule for class times.

Inclement Weather Plan (Two-Hour Delay)

MONDAY/WEDNESDAY/FRIDAY		TUESDAY/THURSDAY	
Regular Class Period	Delay (Two Hours)	Regular Class Period	Delay (Two Hours)
8:00-8:50	10:00-10:40	8:00-9:15	10:00-11:00
9:05-9:55	10:50-11:30	9:30-10:45	11:10-12:10
10:10-11:00	11:40-12:20	11:00-12:15	12:20-1:20
11:15-12:05	12:30-1:10	12:30-1:45	1:30-2:30
12:20-1:10	1:20-2:00	2:00-3:15	2:40-3:40
1:25-2:15	2:10-2:50	3:30-4:45	3:50-4:50
2:30-3:20	3:00-3:40		
3:35-4:25	3:50-4:30		
4:40-5:30	4:40-5:20		
6:00	6:00	6:00	6:00

Normal class periods for Monday/Wednesday/Friday allow for a 50-minute class period and a 15-minute break. Class periods for snow days will be 40 minutes with a 10-minute break.

Normal class periods for Tuesday/Thursday allow for a 75-minute class period and a 15-minute break. Class periods for snow days will be 60 minutes with a 10-minute break.

Community Education: Something for Everyone

ECU’s Division of Continuing Education and Outreach will offer more than 110 community education courses this semester.

The classes meet a wide variety of needs and interests among all ages and skill levels. Courses are scheduled in computer training, personal and professional development, arts and crafts and recreation. Many of the classes meet only once, while others meet over a period of several weeks. Most are held in the Perkins Building, located on Kit Carson Drive, where parking is plentiful.

Costs generally range from \$10 to \$99, with some exceptions. Pre-registration is urged for all classes. O’Donnell Scholarships are available for those over age 65. To register, for more information or to obtain a brochure, call 622-1228 between 8 a.m. and 7 p.m. Monday-Thursday or 8 a.m.-4:30 p.m. Friday.

Computer training courses cover many major software programs, such as Windows 2000, Internet Explorer, Microsoft Office, and its separate applications, and include several classes for the computer novice and for senior citizens.

Personal development courses include Speaking Japanese, Spanish, Sign Language, Debt Free Living, Retirement Planning, Investment Basics, Herb Gardening for Beginners, GRE Test Prep, Digital Photography, Babysitting Basics,

First Aid/CPR and Genealogy on the Internet.

Professional development opportunities include classes leading to certification in human resources, ergonomics management, manufacturing maintenance and first line supervision. Also, continuing real estate education and AutoCAD courses are available.

Dozens of arts and craft classes are scheduled. They include Keepsake Box, Rug Hooking, Wool Dyeing, Quilt As You Go, Knitting, Beginning Sewing-Tote Bag, Painting with Linda Caudill, Garden Gate Rock, Watercolors, Oil Painting, Natural Soap and Bodycare, Beginning Wood Carving, and a variety of basketweaving and “bakeshop” options. Music classes include Piano Lessons for Busy People, Play Piano by Ear, Bluegrass Style 5-String Banjo, Bluegrass Guitar and Bluegrass Mandolin.

Recreation and exercise courses run the gamut of activities, ages and skills. They include Basics of Belly Dance, Social Dance, Dance for Children, Adult Tennis, Tai Chi Chuan for Beginners, “Cardio” Tai Chi Chuan, Tai Chi Chuan Golden Years, Yoga, Children’s Chess (ages 5-7), Golf Academy, Karate for Kids, Karate for All Ages, Golf Academy, Horseback Riding Lessons, Body Recall, Gymnastics, Exercise for Adults with Multiple Sclerosis, Fencing, and the usual array of children’s and adult swimming and diving courses and lessons. Also offered this spring is the National Council of Strength and Fitness Personal Trainer Certification Workshop.



HELPING THE HUNGRY – President Glasser served food at the Empty Bowls luncheon last December. The annual event is held to raise funds to fight hunger in Madison County.

WEKU Expanding Signal to Corbin-London Area

Classical music, National Public Radio programming, award-winning regional and state news coverage and EKU sports broadcasts are coming soon to the Corbin-London-Williamsburg area.

WEKU/WEKH, the public radio service of Eastern, recently gained approval from the Federal Communications Commission to construct a transmitter facility near Mt. Victory in extreme eastern Pulaski County. The transmitter will extend or strengthen the station's signal to portions of Whitley, Laurel, Knox, McCreary, Wayne, Lincoln, Rockcastle, Owsley, Pulaski and Clay counties in Kentucky and Scott County in Tennessee.

Tim Singleton, station manager, said he expects the signal, at 88.5 FM, to be available in "six months or less." The call letters for the new station are WEKF.

"We're excited that we'll be able to provide our music and news programming to more than 100,000 potential listeners who until now have not been able to enjoy all the benefits of public

radio," Singleton said. "This is the culmination of 12 years of efforts, so we're eager to begin construction of the station."

Listener support accounts for about 25 percent of the station's annual budget. The station also receives underwriting support from a variety of public and private local sources.

A \$107,161 grant from the Public Telecommunications Facilities Program will cover 75 percent of the station construction costs.

"Our success with the grant can be attributed, in large part, to the enthusiasm shown by Corbin and London area citizens and government officials through their letters of support that accompanied the grant application," said Dr. Fred Kolloff, director of EKU's Division of Media Resources. "That local support is an absolute must in a successful application."

"For several years, we have received requests from the residents of Corbin, London, Williamsburg and surrounding areas for Eastern's public radio service," Kolloff added. "We're especially excited to be able to further enhance EKU's service to the many area residents who are friends of EKU and to students attending the University's Tri-County Center in Corbin."

Campus Climate/Diversity Survey 'Unprecedented Effort'

By Dr. Michael Foster
Associate Professor, Biological Sciences
Co-Chair, University Diversity Committee

Part of our role at Eastern Kentucky University is to equip our students with the skills necessary to become lifelong-learners in a global community. We can accomplish that goal in part by teaching and living in a community where diversity is appreciated and valued.

Diversity is a high priority for the administration at EKU. Ideally, the University promotes a climate that respects and celebrates diversity within its community that includes, but is not limited to race, ethnicity, religion, socioeconomic status, gender, sexual orientation, disabilities, and cultural or national backgrounds, in a pursuit of common unity.

President Glasser and the University Diversity Committee are committed to achieving an increased appreciation for diversity and pluralism within the University community. In July of 2002 following the recommendation of the University Diversity Committee, President Glasser created a University Diversity Office and created a new position, appointing Sandra Moore as special assistant to the provost for University diversity in addition to serving as director of the University Diversity Office. The Diversity Office works closely with the University Diversity Committee with the goal of creating a climate at EKU where 100 percent of its members feel valued.

In order to begin a systematic effort to increase appreciation for diversity, it is necessary to obtain baseline information about current perceptions of climate and satisfaction among faculty, staff and students. Toward that end the UDC recommended last year that a Campus Climate/Diversity Survey be conducted. The survey was prepared by the Office of Institutional Research using instruments developed by other institutions as initial models. The surveys were then adapted and redesigned, and have had input from members of the University Diversity Committee, Assessment Committee, Institutional

Research, Equal Opportunity Office, Women's Studies, Multicultural Student Affairs, Pride advisor, Provost's office, Student Affairs, and other Administrative offices, faculty, staff, and students.

The instruments have been revised many times to incorporate all suggestions and concerns, and are now ready to be administered. The survey is designed to measure areas of diversity and campus climate related to attitudes, practices, and specific experiences of participants. Through the survey the University will gain measures of the degree to which faculty, students and staff perceive our campus to be diverse, comfortable and inclusive.

The survey is extremely important, and every effort has been made to ensure confidentiality and anonymity of respondents. Participation is voluntary. We want to assure everyone that the survey is anonymous and we encourage you to respond honestly.

The survey has been designed such that when a person completes the survey online, the program collects the IP address, but that address goes into a completely separate file, so that names can never be connected with responses. Institutional Research will only be able to determine if individuals participated in the survey, not what their specific responses were. Results will be reported in aggregate form only, so that both the anonymity of individuals and the privacy of departments are protected.

Individuals may also choose to use computers in the library or other University computer laboratories rather than their own personal computer to complete the survey.

Completion and submission of the survey constitutes permission to use the data. Special efforts have been made to ensure that everyone has an opportunity to participate in the survey.

We hope that everyone will take the time to complete the survey when they receive it. It should take no more than 30 minutes to complete. The survey will be distributed and completed online using SPSS software except for those who do not have access to a computer or

who need other accommodations. Those individuals will be provided with paper copies, large print copies, or readers as necessary for completing the surveys. The data for these individuals will be entered by hand in the Institutional Research office by individuals who have a signed confidentiality statement on file. The survey includes both closed and open-ended questions.

Although the survey will be completed online for the most part, the paper version of the survey has been tested with a small sample and a pilot test of 100 e-mail surveys were sent to a group of randomly selected faculty and staff. This enabled Institutional Resources to detect and avoid any technical problems in advance of the major mailings.

Once that was accomplished, the surveys began in December to go out in waves, and distribution will continue early this semester. This is being done to minimize the impact on the University's server that could be caused by mass e-mailing them all at once. Therefore, not everyone should expect to receive the survey at the same time, but everyone should be on the lookout for his or her e-mail invitation or other opportunity to take the survey. The e-mail message will be from Institutional Research, and the subject will be EKU Campus Climate/Diversity Survey.

Full participation from the campus community is vitally important. It cannot be emphasized enough the importance of this survey as a baseline. The initial analysis of the surveys will be conducted by the IR office and two consultants selected by the administration. They will generate a brief summary of the data that will be prepared as a PowerPoint presentation for initial review by selected populations prior to being released to the media and the public. This is to ensure that potentially sensitive data will not be reported prematurely or out of proper context. The analysis will be done by the obvious administrative and demographic categories such as gender, race, and age; the obvious administrative groups, such as academic affairs, college,

student affairs, or facilities services; and by participant groups: faculty, staff, and students. A summary of the data will be presented to the President's Cabinet and then to the Diversity and Assessment Committees, who will provide feedback and clarification of the issues for further analysis and that will become part of the final report prepared for general distribution. It is assumed that the baseline data and the analysis provided will be considered for improving the climate at EKU.

A final report with recommendations will be developed by consultants working with the above groups. After review and approval by the aforementioned groups, it will be presented to the University community and will be posted on the Institutional Resources Web site. The final report will be used along with any area or unit data to develop implementation plans to increase appreciation for diversity and pluralism in each unit on campus. The Diversity Committee and the Diversity Office will work with units to ensure that there is an understanding of the data and a high likelihood that strategies developed to improve climate can have positive results.

To encourage student participation, students completing the survey also will have an opportunity to enter a raffle drawing for a variety of prizes that will be awarded at the end of the survey period in the Spring.

This survey represents an unprecedented effort by EKU. It will provide data that has been desired by many on campus for a long time, but has thus far not been available. By taking this initiative, EKU will join many other institutions that have recently conducted campus climate surveys including, Southwest Texas State University; Sonoma State University; Penn State University; the universities of Illinois, Georgia, Nebraska, Colorado, North Carolina, South Florida, California, Maryland, and Kentucky, among others. The results of the survey will be used by the administration to make data-driven decisions about diversity issues on our campus that will ultimately lead to an improved campus climate for all of EKU.